

Iowa Woman

A Publication of the Friends of the Iowa Commission on the Status of Women • Vol. XXXII, No. 6, November/December 2002

New Study Reveals Mixed Results for Iowa's Women

How does the status of Iowa women compare to that of women living in other parts of the country? A new report, set for release on November 19, will show mixed results.

Using data from a variety of sources, *The Status of Women in Iowa* report reveals where Iowa's women stand economically, how they stack up nationally on reproductive rights, women's political participation, environmental health risks, domestic violence legislation, and child support among other indicators.

The report, underwritten in part by the Chrysalis Foundation and the Iowa Women's Foundation, is fourth in a series published by the Institute of Women's Policy Studies (IWPR) in Washington, DC. The report highlights what's promising as well as what's most disappointing for women in the United States.

"The report indicates that women in Iowa work at higher rates than women in most of the country," says Peggy Huppert, executive director of the Chrysalis Foundation. "Unfortunately, it also reveals that Iowa women are less likely than women in most states to have a college education or work as professionals or managers."

"The report shows that Iowa clearly has room for improvement," adds Suzanne O'Dea Schenken, chairwoman of Status of Iowa Women's steering committee. "It should be a wake-up call for Iowa policymakers and activists."

Iowa is one of nine states studied in-depth by IWPR for the 2002 edition of
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Where's My 44 Cents?

We have heard the news reports. We know women who are making less in the same jobs as their male counterparts. In Iowa, women, on average, make 73 cents for each dollar a man makes, on average. Each April, the Iowa Commission on the Status of Women (ICSW) commemorates Equal Pay Day and educates Iowans on the wage gap.

Last November, the ICSW held a Paycheck Negotiation Workshop, which gave participants techniques to negotiate for higher compensation when offered employment or during a performance review and information about planning for a better retirement package.

While many of us are aware of the pay discrepancies that occur when women are working, we often do not realize the ramifications on retirement income. Reports indicate more women than men encounter financial hardship during retirement. Living longer, meager savings, divorce, low participation rates in 401(k)s and IRAs, and caregiving are just some of the factors that affect women's retirement income. And today's retirement gap for older women in 44 cents.

Women's Institute for a Secure Retirement (WISER) has released a report highlighting the precarious position that many older women find upon retirement. *Your Future Paycheck: What Women Need to Know About Pay, Pensions, Savings, and Investments* looks at the conditions that have prevented women from planning a secure retirement. It shows that the choices women make now regarding their current paycheck can have grave implications for their future paycheck. It shows why older women today are almost twice as likely as men to be poor, and examines why this trend is likely to continue for younger women.

In 2000, the median personal income for women age 65 and older was \$10,899, compared to \$19,168 for men. Despite the overall decline in poverty rates among older Americans during the last several decades, many older women remain poor. In 2000, 12.2 percent of women over age 65 were poor, with older unmarried women and minority women facing the highest rates of poverty. Nearly 60 percent of older women are either widowed, divorced, separated, or never married.

Women depend more on Social Security than men, and lag behind men in the amount of Social Security income they receive. Ninety percent of older women receive Social Security. Of this, one in four women rely on it as their only source of income. Over half would be in poverty were it not for their Social Security benefits. While the average benefit for men is \$951 a month, for women, the average benefit is \$730.

Because women switch jobs more often, they have a greater chance of forfeiting their pension benefits. In 2000, 18 percent of retired women received income from private pensions. However, 31 percent of men received private pensions. Of those who received such income, the median benefits for women was 46 percent of the median benefit for men (\$4,164 vs. \$7,768).

Women's lower earnings often leave them with fewer resources to invest. The

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New Study *Continued from page 1*

Status of Women in the States. This brings the total number of states studied since 1996 to 42, plus the District of Columbia. The reports compare quality of life for women in all states studied and include a ranking system for a 50 state-by-state comparison. For instance, in 2000, the *Status of Women in the States* showed that Vermont was the best state for women overall and Mississippi was the worst.

Copies of *The Status of Women in Iowa* will be available for purchase after its release on November 19. To order a copy of the report, send a check for \$15 and your mailing address to: Friends of the Iowa Commission on the Status of Women, Lucas Building, Des Moines, IA 50319.

2002 Status of Iowa Women Report to be Released

The 2002 Edition of the *Status of Iowa Women Report*, which will be released in December, reveals many positive changes toward women's full participation in all aspects of society. Still, old and new challenges to women's equity are also revealed in the sixth edition of the Iowa Commission on the Status of Women (ICSW) report.

As an advocacy agency, the ICSW studies changing needs and problems facing women of Iowa and recommends or develops programs and constructive action. The status report is an effort in that direction, reporting on the status of women and identifying needs in reference to education, health, economics, justice, and politics.

The 2002 report shows that more women than ever are getting post-secondary education, more women than men, in fact; women have made significant inroads into some traditionally male-dominated work domains, e.g., lawyers and doctors; and more women than ever before are participating in the political process, e.g., serving in an elective office.

Still, much remains to be done. The report also reveals that girls, by and large, are not enrolling in upper-level high-school computer courses; gender-wage disparity is a reality; and women continue to be raped, beaten, and battered at staggering rates. Much work needs to be done at the community and state levels to address those and other

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Donate Old Cell Phones

Cell phones are becoming a problem in our landfills. Instead of throwing them away, donate them to the National Coalition Against Domestic Violence. Donated phones will be programmed with 911 and shelter hotline numbers and will be distributed to victims of family violence so that they have immediate access to safety at their fingertips.

To donate a phone in Iowa, you may contact the Iowa Coalition Against Domestic Violence at 515/244-8028 or a domestic violence shelter near you.

Women In the Military

Barabara A. Wilson, a retired Captain from the United States Air Force said, "From the beginning of time nothing was accomplished without women...and nothing has been ignored more than their accomplishments."

Such could be said for the history of women in the military. While many may know of the male generals and warriors of America's battles, few know much, if anything, about women in the military.

The history of women serving in defense of our nation began more than 220 years ago with women who served in the American Revolution and continues with those who serve today.

Did you know that there are almost two million women veterans? From the American Revolution to Panama, Bosnia, Kosovo, and more, women have served in some way in every conflict. According to Captain Wilson, women's military historian, 33,000 women served in World War One and almost 500,000 took part in World War Two. During the Korean era 120,000 women were in uniform and 7,000 were deployed during Viet Nam. During Desert Storm seven per cent of the total U.S. forces deployed were women - over 40,000.

Today, women military are guarding Taliban prisoners, who are among the world's worst oppressors of women. The suspected terrorists are getting orders from female guards and medical treatment from women doctors at the temporary prison facility at Guantanamo Bay.

This Veteran's Day, November 11, take time to learn more about the women who gallantly served our nation. For more information, visit <userpages.aug.com/captbarb/index.html> and <www.dod.gov>.

Child Care Investments Pay Off

The child care sector makes substantial contributions to the national economy, according to a report released by the National Child Care Association in September 2002. "The National Economic Impacts of the Child Care Sector" finds that the child care sector creates enough income to support approximately 2.8 million direct and indirect jobs. In addition, the licensed child care industry directly employs 934,000 Americans, more than public secondary schools and twice as many as the farming sector.

Child care is also a crucial component of our nation's economy because it enables parents to go to work and earn more than \$100 billion annually. Every dollar spent on the formal child care sector alone generates \$15.25 in additional earnings by parents. As parents, and particularly mothers, become an increasingly important part of the economy, it is crucial that the child care sector add capacity to meet their needs and support the national economy.

A copy of "The National Economic Impacts of the Child Care Sector" is available for download at <www.nccanet.org>.

Write Women Back Into History Essay Contest

As recently as the 1970s, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education Task Force of the Sonoma County (California) Commission on the Status of Women initiated a Women's History Week celebration for 1978. They chose the week of March 8 to make International Women's Day the focal point of the observance. The activities that were held met with enthusiastic response, and within a few years dozens of schools planned special programs for Women's History Week.

In 1987, at the request of museums, libraries, and educators across the country, the National Women's History Project asked Congress to expand the national celebration to the entire month of March, allowing more time to explore the increasingly accessible field of women's history. Since then, the National Women's History Month Resolution has been approved with bipartisan support in both the House and Senate. Each year, programs and activities in schools and communities have become more extensive as information and program ideas have been developed and shared.

To give students a deeper and more relevant appreciation of women's role in history, the ICSW, the Iowa Department of Education, and the State Historical Society of Iowa are sponsoring the 19th annual statewide essay contest, "Write Women Back Into History," for students in grades 6-9. The 2003 theme is "Women Pioneering the Future."

This year's theme incorporates both pioneering women from history, who led and won struggles for equality and civil rights, created and advanced educational and professional opportunities, and made great contributions to the arts, sciences, and humanistic causes, and innovative women of today who further these efforts and continue to expand the frontiers of possibility for generations to come. Students are encouraged to write about the accomplishments in the life of a woman who has made a difference to them and to society. (Essays about Iowa women are encouraged.)

Prizes will be awarded, each finalist will receive a certificate signed by the Governor, and the winning essayists will be recognized at a special ceremony at the State Capitol during Women's History Month (March 2003). They will also be introduced in the Iowa Senate and House of Representatives. All winners' names will be released to the press, and a special effort will be made to inform students' local media of their honor. Sponsoring teachers of winning essays will receive classroom resources.

Whether you are a student, family member, or teacher, we ask all *IoWoman* readers to encourage their schools to participate in this contest.

With questions, contact Lori M. SchraderBachar at ICSW, 515/281-4470 or 800/558-4427 or by e-mail, Lori.SchraderBachar@dhr.state.ia.us.

Whether or not your schools participate in the essay contest, we would like you to know of the abundance of curriculum and other materials (guides, books, tapes, posters, etc.) available from the National Women's History Project. A catalog is available by writing the National Women's History Project, 3343 Industrial Drive #4, Santa Rosa, CA 95403-2060, nwhp@aol.com, or www.nwhp.org.

National Women's Hall of Fame

The National Women's Hall of Fame inducted 19 distinguished American women for their enduring contributions to the development of the nation. 2002 honorees include: Paulina Kellogg Wright Davis, suffragist; Ruth Bader Ginsburg, Supreme Court justice; Katharine Graham, publisher and CEO of the *Washington Post*; Iowa's Bertha Holt, a pioneer in international adoption; Mary Engle Pennington, chemist; and Mercy Otis Warren, poet, dramatist, satirist, and historian.

The 2001 honorees were also formally inducted due to the postponement of last year's Induction Ceremony. 2001 honorees include: Dorothy Andersen, who first identified cystic fibrosis; Lucille Ball, comedienne; Rosalynn Carter, former First Lady; Lydia Maria Child, social reformer; Bessie Coleman, first licensed African-American female aviator; Dorothy Day, co-founder of *The Catholic Worker*; Marian De Forest, founder of Zonta; Althea Gibson, the first African American tennis player to win at Wimbledon and Forest Hills; Beatrice A. Hicks, pioneering engineer; Barbara Holdridge, co-founder of Caedmon Records; Harriet Williams Russell Strong, inventor of water conservation techniques; Emily Howell Warner, first American female commercial airline pilot; and Victoria Woodhull, first woman to run for President of the United States. Learn more about the women at www.greatwomen.org.

Silent Auction

As part of its 10 year anniversary, the Carrie Chapman Catt Center for Women and Politics is holding a silent auction to benefit the Center.

More than 40 items are available, including artwork, memorabilia, and dinner with the president of ISU.

For a complete list and to place your bid, visit www.iastate.edu/~ccatt. Internet bidding ends at noon on November 15.

March is fast approaching. Is your organization planning an event to celebrate Women's History Month? Please send information about events of your group or in your area that you would like to have included on the calendar. Send the information (date, time, short description, contact name/info) to Lori SchraderBachar at Lucas State Office Building, Des Moines, IA 50319 or lori.schraderbachar@dhr.state.ia.us.

Retirement Income *Continued from page 1*

current generation of unmarried elderly women has less than \$1,278 in asset income, which amounts to about \$106 per month.

Many minority women face even greater challenges when saving for retirement. Fifty-seven percent of African-American women and 54 percent of Latinas are concerned that they can not adequately save for retirement. The overall poverty rate for single elderly women is 20 percent. For African-American elderly women, it is 43.1 percent and for elderly Latinas, it is 37.7 percent.

While retirement planners all agree that starting young can give maximum retirement earnings, women do not save enough. School loans, car payments, rent, and mortgages can all take precedence over securing retirement income. Indeed, many women ages 21-34 are more likely to carry credit card debt than men and more likely to live paycheck-to-paycheck. The typical 25-year-old with a college degree will make \$523,000 less in wages over her lifetime.

Working part-time or taking time off for children or for an elderly relative can affect how much Social Security one receives and reduce pension plans. Women lose \$659,139 in earnings, missed promotions, raises, and benefits as a result of caregiving.

Women can influence public policy. For many years, the ICSW has advocated for pay equity. Enacting such legislation would not only impact the standard of living for women today, but also increase Social Security and pension benefits, as well as increase the money women could save and invest.

It is vital for women to become better educated about their finances: what they have now, what they need to save, and how to invest. A variety of information is available, from websites and do-it-yourself books, to professional financial planners. Take time today to start learning about your financial picture.

To learn more about *Your Future Paycheck: What Women Need to Know About Pay, Social Security, Pensions, Savings, and Investments*, visit <www.wiser.heinz.org>.

Wage Gap

Emails in the ICSW office produced information that women's average pay is just 76.1% of men's in Nottingham, and 78.1% across the entire county according to new figures, but this compares well to the United Kingdom average of 74.9%. That's not good, you think, but it's the UK's problem.

Then another email says *Fortune* has a new survey of professionals in banking, accounting and finance that shows a startling gap between what men and women are paid for doing the same jobs. Female lending officers at banks, for instance, reported average pay of \$38,666, while their male peers average \$61,021. And as for assistant treasurers: Women with that title make, on average, \$50,000 a year. Men make \$88,550. That's not good, you think, but it's probably a problem somewhere else in the US, not in Iowa.

And, then we get the email that says a state Board of Regents salary report released in October 2002 shows a wide discrepancy between faculty salaries paid to women and men at both the University of Iowa and Iowa State University. Excluding salaries paid to faculty at the dental, law and medical schools, male faculty at the UI currently earn an average annual salary of \$81,940. That's \$18,510 more than the average annual salary for women, which stands at \$63,430. A significant pay gap also exists at ISU where male faculty members earn an average salary of \$76,451, which is \$15,540 more than the \$60,911 average annual salary paid to female faculty members. That's not good, you think; and it's happening in state run facilities where comparable worth is expected.

April 15, 2003 is designated as Equal Pay Day - the Tuesday signifying women working 7 days to earn the pay men receive in 5 days the preceding week. It's our problem. It can be dealt with - if we want to address it.

DMC Conference

Iowa is holding its first statewide conference on Disproportionate Minority Confinement (DMC). The over-representation of minority youth detained or confined in secure detention and secure correctional facilities, jails and lock-ups is a significant problem in Iowa as well as nationally. The two-day conference, held on November 7th and 8th at Adventureland Inn in Altoona, is designed to examine the issues, explore potential solutions, learn about current efforts to reduce DMC, and provide resources to those who want to reduce DMC in their communities. The Conference is a project of the DMC Resource Center and is sponsored by the Iowa Department of Human Rights, Division of Criminal and Juvenile Justice Planning and the University of Iowa School of Social Work's National Resource Center for Family Centered Practice.

For registration materials visit <www.uiowa.edu/~nrcfcp/index_dmcrc.htm> and click on Conference under Quick Links. Persons with questions should contact Sarah Nash, DMCRC Conference Coordinator, at sarah-nash@uiowa.edu or 319/335-4965.

Law Booklet Now Available in Spanish

The Iowa Commission on the Status of Women, Iowa State Bar Association, and Iowa State Bar Foundation are pleased to announce the *Iowa Women and Law* is being printed in Spanish. We are hopeful that the publication will be available in December.

The 64 page publication describes Iowa and national laws relating to credit, housing, divorce, employment, violence against women, and more.

Organizations or individuals who would like to receive a free copy, should contact the ICSW at 515/281-4461, 800/558-4427, or dhr.icsw@dhr.state.ia.us. The booklet is also available on the information page of our website, <www.state.ia.us/dhr/sw>.

The English version is also still available.

More Data Available from the 2000 Census

Another wave of data recently was released from the 2000 census, including information on education, employment, occupation, income, and poverty status. What adds interest is that these and some other items were reported by sex in the latest files distributed by the U.S. Bureau of the Census.

On the completion of at least a high-school education among Iowans 25 years of age or older, females (86.8%) and males (85.4%) differ to only a minor degree. The same can be said for those completing at least a bachelor's degree (females, 20.4%; males, 22.1%), with males higher because more men (7.5%) completed graduate or professional degrees than did women (5.6%).

While differences on educational attainment were rather small, those on occupation were much greater. While about equal numbers of females and males were employed in the general category of management, professional, and related occupations, far more females than males were in service occupations and sales and office occupations. Males, on the other hand, substantially surpassed females in the farming/fishing/forestry, construction/extraction, and production/transportation categories. Even greater differences were evident on some of the 40 subcategories of occupations.

Weeks and hours worked also were reported. While half (50.2%) of females who worked in 1999 did so for 50-52 weeks and usually for at least 35 hours per week, nearly two thirds (65.8%) of employed males worked this much.

Some of the differences in occupations and amount of time worked were reflected in earnings. Of those with earnings in 1999, 20.4 percent of the females made at least \$30,000 while 45.0 percent received less than \$15,000. For males, 27.3 percent earned less than \$15,000 and 44.1 percent were paid at least \$30,000. Although females (10.0%) were more likely to be in poverty in 1999 than males (8.2%), the difference was not as great as may have been anticipated. In one age category, however, the percentage of poor females nearly doubled that of males: for those 75 or older, 6.2 percent of males were in poverty while 12.3 percent of females were poor.

The numbers for these and many other items, especially family type, asked in the census now are available for the State of Iowa, its 99 counties, and the 949 incorporated places.

To learn more, visit: **Census Services at Iowa State University** <www.soc.iastate.edu/census/> (Check 10-page profiles under titles including "Summary File 3."); **State Data Center at the State Library of Iowa** <www.silo.lib.ia.us/specialized_services/datacenter/> (Check the items under "Census 2000 Demographic Profiles and Summary Tables."); **U.S. Bureau of the Census** <www.census.gov> (Use the "Gateway to the 2000 Census" and look for information for all states and the nation from Summary File 3.)

Girls Going Places Scholarship

The Guardian Life Insurance Company of America has announced its 2002/2003 Girls Going Places College Scholarship Program, a national competition designed to recognize and reward teen-aged girls who demonstrate exceptional entrepreneurship. Guardian designed the annual program to help women create, invest, and protect wealth by honoring girls between the ages of 12 and 16 who are taking the first steps toward financial independence. Guardian will award 15 girls a total of \$30,000 to be used toward their college education.

Adults may nominate girls — who could be their daughter, niece, neighbor, or student — by submitting an essay on why the nominee deserves a Girls Going Places award. The deadline is February 28, 2003. For complete program information and nomination procedures, see the Guardian Life Insurance Web site, <www.glic.com>.

Crisis in the Community

The crisis line rings. A rape victim wants help deciding what to do next. The shelter phone rings. A mother and daughter ask a volunteer to pick the two of them up at the hospital. What if no one answered?

In fiscal year 2003, the Iowa General Assembly eliminated the budget line item for the domestic abuse and sexual assault grants. The Attorney General's final fiscal year 2002 budget was reduced by an amount equal to the appropriation for the grants. \$2,250,000 was drawn from the reserves of the Compensation Fund to provide 85 percent of the FY02 funding level for the grants in FY03. The Compensation Fund reserve is reduced from a six-month to a three-month operational level; and the Fund reserve will not support the FY03 level of domestic violence or sexual assault grants in fiscal year 2004.

During this fiscal year 33 sexual assault programs across Iowa were awarded an average grant of \$19,277 each while 33 domestic abuse programs received an average \$35,780. What will happen in your community next year when these funds are no longer available?

White House Fellowships

In 1964, President Lyndon B. Johnson established the White House Fellowships to provide remarkable individuals with first-hand, high-level experience in the workings of the Federal government. White House Fellows typically spend a year working as full-time, paid special assistants to senior White House Staff, the Vice President, Cabinet Secretaries and other top-ranking government officials.

This non-partisan program has fostered a legacy of leadership, with nearly 600 alumni who are respected leaders across the country and in their professions.

For more information and application, visit the White House Fellows program web site, <www.whitehouse.gov/fellows>. The deadline for the 2003-2004 class is February 1, 2003.

What is your income power?

The Family Budget Calculator lets you determine the income needed for particular families to make enough for a quality standard of living. Because costs of goods and services may vary across the nation, the calculator customizes the budgets for 400 communities in the United States.

The federal poverty guidelines (see below) have traditionally been used to measure whether families have incomes high enough to enable them to meet the basic needs of food, clothing, and shelter. Yet most researchers now agree that a "poverty line" income is not sufficient to support most families. This budget line does not allow for savings plans, insurance, entertainment, emergency fund, or restaurant meals.

The information obtained in the Family Budget Calculator also shows the percent and number of families living below the poverty line.

To access the calculator, visit <www.epinet.org/datazone/fambud/budget.html>.

Federal Poverty Guidelines

For All States (except Alaska and Hawaii) and for the District of Columbia

Size of family Unit	100 percent of poverty	110 Percent of poverty	150 Percent of poverty
1	\$8,860	\$9,746	\$13,290
2	\$11,940	\$13,134	\$17,910
3	\$15,020	\$16,522	\$22,530
4	\$18,100	\$19,910	\$27,150
5	\$21,180	\$23,298	\$31,770
6	\$24,260	\$26,686	\$36,390
7	\$27,340	\$30,074	\$41,010
8	\$30,420	\$33,462	\$45,630

For family units with more than eight members, add \$3,388 for each additional member at 110 percent of poverty and \$4,620 at 150 percent of poverty.

Status Report Continued from page 2

challenges addressed in this publication.

Below are graphs from the 2002 *Status of Iowa Women Report* in the areas of health, justice, and politics.

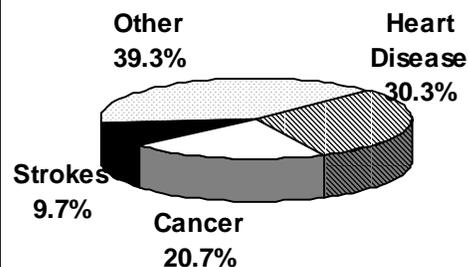
To obtain the entire report or individual chapters of the report, visit our website at <www.state.ia.us/dhr/sw>.

Chapters include:

1. Population Characteristics
2. Women and Education
3. Women and Economics
4. Women and Health
5. Women and Justice
6. Women and Politics

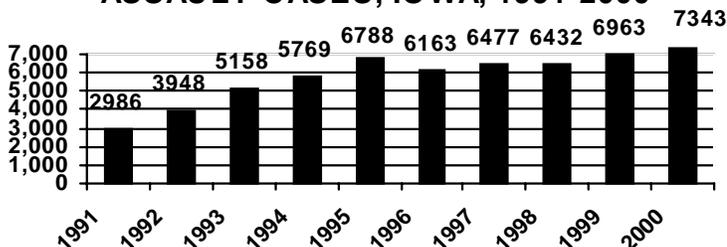
A limited number of printed copies will be available from the office in December. For more information, contact the ICSW at 515/281-4461, 800/558-4427, or dhr.icsw@dhr.state.ia.us.

LEADING CAUSES OF DEATH FOR FEMALES, IOWA, 2000



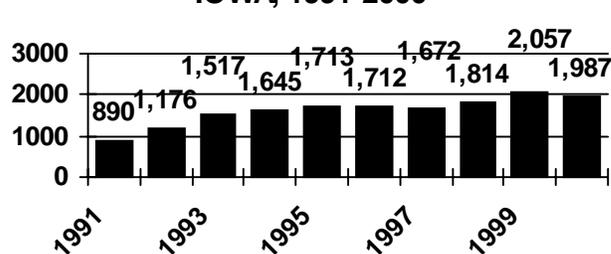
SOURCE: Iowa Department of Public Health

REPORTED DOMESTIC ABUSE ASSAULT CASES, IOWA, 1991-2000



SOURCE: Iowa Department of Public Safety

REPORTED SEXUAL ASSAULTS IOWA, 1991-2000



SOURCE: Iowa Department of Public Safety

Calendar of Events

November

- 1 Closing the Achievement Gap: It's Everyone's Responsibility!"** Fee varies. Polk County Convention Complex, Des Moines. FINE Foundation, 515/261-0004 or jvaske@finefoundation.org.
- 1 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon., Urbandale Public Library, Urbandale. ICSW, 515/281-6915, 800/558-4427, or dh.icsw@dh.state.ia.us.
- 2 Des Moines Women's Club Annual Bazaar.** Hoyt Sherman Place, Des Moines. 515/244-0507 x.210.
- 5 VOTE: General Elections.**
- 7 PartnerShift: Creating Strategic Partnership. Toolbox Conference.** 8:30 a.m. - 4:30 p.m. Waterloo Center for the Arts, Waterloo. Fee varies. Volunteer Center of Cedar Valley, 319/272-2087, <www.vccv.org>.
- 7-8 Disproportionate Minority Confinement Conference.** Adventureland Inn, Altoona. To register, visit http://www.uiowa.edu/~nrcfcp/index_dmrcr.htm. Sarah Nash, 319/335-4965 or sarah-nash@uiowa.edu.
- 8 Coffee with Chrysalis - Our Community of Women: Valuing Ethnic Diversity.** 7:30-8:30 a.m., Plymouth Congregational United Church of Christ, Des Moines. Free. RSVP by September 5 to Chrysalis Foundation, 515/255-1853 or info@chrysalisfdn.org.
- 8 Hats Off to Hoyt Sherman: Lunch and Fashion Event.** 11:30 a.m. Hoyt Sherman Place, Des Moines. \$35. Sponsored by Chrysalis and Hoyt Sherman Place. RSVP by November 4 to Melodee Pomerantz, 515/244-4932, mjp830@aol.com.
- 8-10 Rooted in Community: Third Annual Fall Harvest Women's Gathering for Women in Sustainable Agriculture.** Camp EWALU, Strawberry Point. Fee varies. For more information, contact Stacey at 515/233-4409 or staceyleighbrown@yahoo.com.
- 11 Veteran's Day.** State Holiday. ICSW offices closed.
- 14 Women and Money: Planning for Retirement.** 6:30-8:30 p.m. Meeting Room A, Iowa City Public Library. Iowa Women's Foundation, 319/337-4222 or lisa@iawf.org.
- 14-16 Pray for Rain.** 8 p.m. CSPS, Cedar Rapids. Graffiti Theatre, a nonprofit feminist theatre company in Iowa City, is premiering its newest play, Pray for Rain. To learn more about Pray for Rain, or Graffiti Theatre, contact Megan Levad at 319/400-2401, or <www.graffiti-theatre.com>. To contact CSPS for tickets, call Legion Arts at 319/364-1580, or email info@legionarts.org.

- 15 Catt Center Anniversary Celebration.** 5:30 - 9:30 p.m., Scheman Building, Iowa State University, Ames. \$45. Carrie Chapman Catt Center for Women and Politics, 515/294-3181.
- 15-16 Making Women's History: The Louise Noun - Mary Louise Smith Iowa Women's Archives at Ten Years.** University of Iowa, Iowa City. Fee varies. Iowa Women's Archives, 319/335-5068, <www.uiowa.edu/~confinst/>.
- 18 Iowa CareGivers Luncheon.** 11:30 a.m.-1:30 p.m., University Park Holiday Inn, West Des Moines. \$25. RSVP by November 12 to Iowa CareGivers Association, 515/241-8697.
- 19-20 Iowa Early Childhood Care & Education Congress.** Scheman Building, Iowa State University, Ames. Fee varies. Iowa Childcare and Early Education Network, <www.iowachildnetwork.org>.

December

- 6 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon., Urbandale Public Library, Urbandale. ICSW, 515/281-6915, 800/558-4427, or kathy.nesteby@dh.state.ia.us.
- 10 Iowa Commission on the Status of Women Meeting.** Time and location TBA. Free and open to the public. Call or write for special accommodations, 800/558-4427, 515/281-4461 or dh.icsw@dh.state.ia.us.
- 16 Bistro Montage Charity Night.** Bistro Montage, Des Moines. Chrysalis Foundation will receive 15% of the profits. Chrysalis Foundation, 515/255-1853 or info@chrysalisfdn.org.
- 14 Voices of Mid-life & Older Women Meeting.** 12:30 p.m. Kehilworth House, Urbandale. Althea Rausch, 515/222-1114.

Upcoming

- January 3 Iowa Gender-Specific Services Task Force.** 10 a.m.-12 noon., Location TBA. ICSW, 515/281-6915, 800/558-4427, or kathy.nesteby@dh.state.ia.us.
- February 20-21 Opening the Doors: Leading the Way.** Airport Holiday Inn, Des Moines. Iowa Department of Education.
- March 20-21 Beyond Rubies, A Woman's Conference 2003.** Kirkwood Community College. Fee varies. To receive a brochure, call 800/332-2055 x.5529.
- May 1-2 Whispers & Screams are hard to hear. Chapter 7. World Community: Peace for Girls.**

Bits and Pieces

Staff changes at the Iowa Commission on the Status of Women (ICSW): Sue Ryan-Anderson, who served as the Challenge Grant Coordinator since June 2002, left the ICSW in September. In this position, Ryan-Anderson coordinated the activities of the Iowa Gender-Specific Services Task Force, including the annual conference "Whispers & Screams." The ICSW thanks Ryan-Anderson for her contributions to Iowa girls in the juvenile justice system. The ICSW welcomes **Kathy Nesteby**, who became the Challenge Grant Coordinator on November 1. To reach Nesteby, you may call 515/281-6915, 800/558-4427 or email Kathy.Nesteby@dhr.state.ia.us.



The Iowa Commission on the Status of Women held its **Public Hearing** on October 29. Twenty-three people/organizations presented to the

Commission on topics ranging from child care to housing. Subsequent to the hearing, the ICSW is developing its 2003 Proposals to the Governor and General Assembly. Watch for a listing of these proposals in the January/February 2003 issue of the *IoWoman*.



The **Department of Health and Human Services' Office on Women's Health (OWH)** proudly announces the launch of a new health web site, www.4girls.gov, to encourage adolescent girls to choose healthy behaviors. The site, part of HHS' National Women's Health Information Center, provides girls ages 10-16 with information on fitness, nutrition, stress management, relationships with friends and family, peer pressure, suicide, drugs, self-esteem, and other topics in an interactive, user-friendly format.



The Iowa Commission on the Status of Women was saddened by the death of Iowa Women's Hall of Fame member **Louise Noun**, who died on August 23, 2002.



Call for Papers: "Women Working to Make a Difference," the Institute for Women's Policy Research (IWPR) seventh international women's policy research conference, will be held June 22-24, 2003 in Washington, D.C. The conference will address a range of issues related to women's economic, political, health, and social status. Abstracts of proposed presentations are due by December 6, 2002. See the IWPR web site: www.iwpr.org for further information about proposal submissions and information regarding conference logistics.



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Enclosure of items in the newsletter does not necessarily connote endorsement by the Friends of the ICSW. All information must be mailed or faxed to the ICSW no later than the 15th day of all even numbered months. The use of any submitted material is at the discretion of the editor. The *IoWoman* is mailed six times per year to 8,600 persons or organizations.

Suzanne O'Dea Schenken, President • Charlotte Nelson, ICSW Executive Director • Lori M. SchraderBachar, Editor